

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CB-157886	August 13, 2015
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Auto Workers, Local 9		b. Union Representative to Contact Lance Agduis Union President	
c. Address 9618 W Greenfield Ave, Milwaukee, WI 53214-2601		d. Tel. No. (414)475-5898	e. Cell No.
		f. Fax No. (414)475-6001	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer MillerCoors		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3939 W Highland Blvd, Milwaukee, WI 53208-2866		6. Employer representative to contact Jackie Starks Human Resources Manager	
7. Type of Establishment (factory, mine, wholesaler) Factory	8. Principal product or service Produce Beer	9. Number of Workers employed 350	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 8/13/15	Tel. No.
			Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

2015 AUG 13 PM 12:53

RECEIVED
NLRB



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlrb.gov
Telephone: (414)297-3861
Fax: (414)297-3880



Download
NLRB
Mobile App

August 13, 2015

Lance Agduis, Union President
United Auto Workers, Local 9
9618 W Greenfield Ave
Milwaukee, WI 53214-2601

Re: United Auto Workers, Local 9 (MillerCoors)
Case 18-CB-157886

Dear Mr. Agduis:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney TABITHA E. BOERSCHINGER whose telephone number is (414)297-3874. If this Board agent is not available, you may contact Supervisory Attorney ANITA C. O'NEIL whose telephone number is (414)297-3900.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

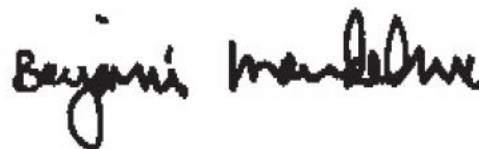
Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

MARLIN O. OSTHUS
Regional Director



By:
BENJAMIN MANDELMAN
Officer in Charge

Enclosure:

1. Copy of Charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlrb.gov
Telephone: (414)297-3861
Fax: (414)297-3880



Download
NLRB
Mobile App

August 13, 2015

(b) (6), (b) (7)(C)

Re: United Auto Workers, Local 9 (MillerCoors)
Case 18-CB-157886

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on August 13, 2015 has been docketed as case number 18-CB-157886. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney TABITHA E. BOERSCHINGER whose telephone number is (414)297-3874. If this Board agent is not available, you may contact Supervisory Attorney ANITA C. O'NEIL whose telephone number is (414)297-3900.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

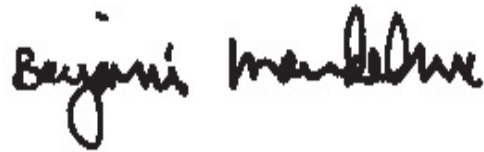
Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

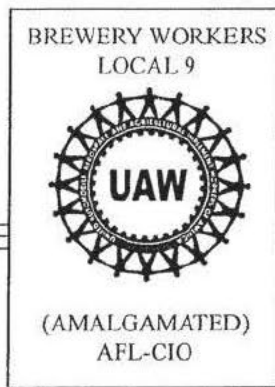
Very truly yours,

MARLIN O. OSTHUS
Regional Director

A handwritten signature in black ink, appearing to read "Benjamin Mandelman". The signature is written in a cursive, somewhat stylized script.

By:

BENJAMIN MANDELMAN
Officer in Charge



BREWERY WORKERS LOCAL 19

UAW (AMALGAMATED) AFL-CIO

9618 West Greenfield Avenue

Telephone (414) 475-5898

FAX (414) 475-6001

West Allis, Wisconsin 53214

Tabitha Boerschinger
NLRB Region 30
310 West Wisconsin Avenue-Suite 700W
Milwaukee, WI 53203-2211

September 2, 2015

RE: United Auto Workers, Local 9 (MillerCoors)
NLRB Case No. 18-CB-157886

Dear Ms. Boerschinger:

This is the Union's position on the unfair labor practice charges filed on or about August 13, 2015, by charging party (b) (6), (b) (7)(C). This position statement is supported by the attached documents.

(b) (6), (b) (7)(C) charge states in full: "Since about (b) (6), (b) (7)(C) 2015, the above named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith."

The Region should dismiss this charge absent its withdrawal.

(b) (6), (b) (7)(C) was suspended from (b) (6), (b) (7)(C) employment at MillerCoors in Milwaukee, Wisconsin on or about (b) (6), (b) (7)(C) 2015 for a violation of the company's Workplace Violence Policy. The suspension was converted to a discharge on (b) (6), (b) (7)(C) 2015. Grievance (b) (6), (b) (7)(C) was filed on (b) (6), (b) (7)(C) 2015. The grievance was processed through the steps of the UAW Local 9-MillerCoors procedure and ultimately withdrawn by action of the local union membership at their (b) (6), (b) (7)(C) 2015 meeting.

(b) (6), (b) (7)(C) was suspended and ultimately discharged for assaulting a co-worker, (b) (6), (b) (7)(C), on (b) (6), (b) (7)(C) 2015 while working the third shift at the MillerCoors brewery in Milwaukee.

On (b) (6), (b) (7)(C) 2015, Local 9 (b) (6), (b) (7)(C), was present when (b) (6), (b) (7)(C) (no relation to (b) (6), (b) (7)(C)) interviewed (b) (6), (b) (7)(C) who described how (b) (6), (b) (7)(C) was assaulted by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) was also present when witness (b) (6), (b) (7)(C) was interviewed by (b) (6), (b) (7)(C).

Also on (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) were present when (b) (6), (b) (7)(C) was interviewed by (b) (6), (b) (7)(C) of MillerCoors (b) (6), (b) (7)(C).

On (b) (6), (b) (7)(C) 2015, (b) (6), (b) (7)(C) was present when (b) (6), (b) (7)(C) interviewed employee (b) (6), (b) (7)(C) who testified that (b) (6), (b) (7)(C) was clearly shook up following the incident with (b) (6), (b) (7)(C).

On (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) were present representing (b) (6), (b) (7)(C) in a meeting with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) at which time (b) (6), (b) (7)(C) again presented (b) (6), (b) (7)(C) version of the incident. At the conclusion of the meeting, (b) (6), (b) (7)(C) notified (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was terminated.

At the third step grievance meeting on (b) (6), (b) (7)(C) 2015, (b) (6), (b) (7)(C) requested that the Company return (b) (6), (b) (7)(C) to work and the Company refused.

The decision to withdraw the grievance was made only after the union had thoroughly investigated the grievance.

In addition to the investigatory meetings mentioned above that various union representatives attended, union officials conducted interviews with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

On (b) (6), (b) (7)(C) 2015, a meeting was held at Local 9 to evaluate the merits of the grievance. Present at the meeting were Attorney Sandy Radtke, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). The case was thoroughly discussed and (b) (6), (b) (7)(C) was called in to present (b) (6), (b) (7)(C) version of the incident that took place between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

At the close of the meeting, Attorney Radtke advised the Union that it would be unlikely that the union would prevail on this case in arbitration.

On (b) (6), (b) (7)(C) 2015, (b) (6), (b) (7)(C) interviewed (b) (6), (b) (7)(C) to hear (b) (6), (b) (7)(C) version of the case. (b) (6), (b) (7)(C) description of the events was credible and consistent with (b) (6), (b) (7)(C) statements to the Company and other evidence including the photographs of (b) (6), (b) (7)(C) neck taken after the incident.

In addition to taking into account the interviews with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), a number of documents were reviewed prior to the union making the decision to withdraw the grievance. Documents reviewed included (b) (6), (b) (7)(C) notes of the various meetings, (b) (6), (b) (7)(C) notes of the incident, Plant Security's report of the incident, (b) (6), (b) (7)(C) notes, and photographs of (b) (6), (b) (7)(C) neck taken after the incident showing marks consistent with choking.

The photographs of (b) (6), (b) (7)(C) neck and the description of the room following the altercation supported (b) (6), (b) (7)(C) version of the events.

The union found (b) (6), (b) (7)(C) version to be credible and supported by the photographs and documents we reviewed. In order to present a case before an arbitrator, the union would have been forced to attack the credibility of (b) (6), (b) (7)(C) without any real foundation for such an attack.

In the end, based on our thorough investigation, the union withdrew (b) (6), (b) (7)(C) grievance because we did not feel that we could prevail in arbitration.

We acted only after a full and complete investigation including consultation with Ms. Radtke, an experienced Labor Attorney and (b) (6), (b) (7)(C).

The union did not withdraw the grievance for arbitrary or discriminatory reasons or in bad faith.

Under the above facts, the Union has fairly represented (b) (6), (b) (7)(C). A grievance was timely filed on (b) (6), (b) (7)(C) behalf after (b) (6), (b) (7)(C) discharge. The Union investigated and gathered information and moved the grievance through the steps of the grievance and arbitration procedure under the parties' labor agreement. The Union made a request that (b) (6), (b) (7)(C) be returned to work which was rejected by the Company. Ultimately a decision was made to withdraw the grievance solely because it lacked merit.

Based on the foregoing, this charge should be dismissed absent its withdrawal. It would not effectuate the purposes of the Act to continue its processing.

(b) (6), (b) (7)(C)

Brewery Workers Local 9 UAW

LA/cm opeiu9 afl-cio

Documents Attached

1. Termination Notice
2. Grievance
3. Step 2 Grievance Answer
4. Union letter advancing grievance to Step 3
5. Step 3 Grievance Answer
6. Union letter requesting arbitration
7. Union notification to (b) (6), (b) (7)(C) on grievance withdrawal
8. Union notification to MillerCoors on grievance withdrawal
9. Milwaukee Brewery Incident Report-Criminal Activity
10. Photographs of (b) (6), (b) (7)(C) neck provided by Plant Security
11. (b) (6), (b) (7)(C) report of incident
12. Interview Notes provided by (b) (6), (b) (7)(C)
13. Notes provided by (b) (6), (b) (7)(C)
14. Notes provided by (b) (6), (b) (7)(C)
15. Union Executive Board and Membership minutes referencing grievance investigation and withdrawal



4000 West State Street
PO Box M322
Milwaukee, WI 53201-8322

①

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

On Thursday, (b) (6), (b) (7)(C) 2015 you were suspended pending investigation regarding an alleged violation of the company's Workplace Violence Policy, which includes, "MillerCoors prohibits violence and threats in the workplace or in relation to work activities or Company business. Conduct prohibited by this policy would include: physical restraint or confinement, assault, battery, destruction or attempted destruction of Company or personal property." A thorough investigation and review of the incident was conducted, including interviews with you and those involved.

After review, it has been found that you did indeed violate the above company policy and your suspension is being converted to a discharge, effective (b) (6), (b) (7)(C), 2015.

You are advised that you have the right to union representation. Your (b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) can be reached at the Brewery Workers Local 9, UAW, located at 9816 W. Greenfield Avenue, West Allis, WI 53214. The phone number is 414-475-5898.

We wish you all the best in your future career plans and thank you for your time spent with us at the Brewery.

Regards,

(b) (6), (b) (7)(C)

Milwaukee Brewery

Cc: (b) (6), (b) (7)(C)

2a

BREWERY WORKERS LOCAL 9 UAW (AMALGAMATED) AFL-CIO

GRIEVANCE REPORT

1. Company Miller Coors Date (b) (6), (b) (7)(C) 2015
2. Department Brewing Shift 3rd
3. Superintendent _____ Immediate Foreman (b) (6), (b) (7)(C)
4. Witnesses - If Any _____
5. Nature of Grievance Attached
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
6. Which contract clause violated Article 27
7. Signature of Local 9 member aggrieved (b) (6), (b) (7)(C)
8. Signature of Local 9 Shop Steward (b) (6), (b) (7)(C)
9. Date Grievance referred to Union Representative (b) (6), (b) (7)(C) 2015
10. Date Grievance Settled _____
11. Disposition of Grievance (b) (6), (b) (7)(C)
- _____

Signature of Union Representative

The Union Files this grievance against the Company for discharging (b) (6), (b) (7)(C) (clock (b) (6), (b) (7)(C)) on (b) (6), (b) (7)(C)/2015 for violating the workplace violence policy. The Union believes the Company did not have sufficient cause, and that the discharge was unfair and unjust.

The Union charges the Company with Violating Article 27 and any other Articles, Letters of Agreement, or Past Practices that may apply.

The Union demands that (b) (6), (b) (7)(C) be reinstated immediately, and that (b) (6), (b) (7)(C) retain (b) (6), (b) (7)(C) seniority. The Union also demands that (b) (6), (b) (7)(C) receive pay for any time lost, and that (b) (6), (b) (7)(C) be made whole plus interest.

Date: (b) (6), (b) (7)(C) 2015
To: (b) (6), (b) (7)(C), Brewery Workers' Local 9
Cc: (b) (6), (b) (7)(C)
From: (b) (6), (b) (7)(C)
Grievance#: (b) (6), (b) (7)(C)
RE: (b) (6), (b) (7)(C)

The Step 2 grievance was brought to the attention of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2015. In the grievance the Union states that (b) (6), (b) (7)(C) was unfairly and unjustly terminated on (b) (6), (b) (7)(C) 2015.

The Company's position on this grievance is as follows:

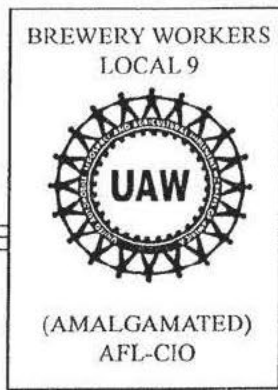
A thorough investigation into this grievance reveals that (b) (6), (b) (7)(C) physically assaulted coworker, (b) (6), (b) (7)(C) during (b) (6), (b) (7)(C) shift on (b) (6), (b) (7)(C) 2015 by choking (b) (6), (b) (7)(C).

Accordingly (b) (6), (b) (7)(C) was terminated for violating the company's Workplace Violence policy. (b) (6), (b) (7)(C) termination is just and proper and for cause. As such, this grievance must be denied.

Kind Regards,

(b) (6), (b) (7)(C)

MillerCoors, LLC



BREWERY WORKERS LOCAL 9

UAW (AMALGAMATED) AFL-CIO

4

9618 West Greenfield Avenue

Telephone (414) 475-5898

FAX (414) 475-6001

West Allis, Wisconsin 53214

Lance Agbuis
President

Nick Sommerville
Vice President

Eric Lofton
Recording Secretary

Kathy Hofslund
Financial Secretary/
Treasurer

(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)

MillerCoors
4000 W. State Street
Milwaukee, WI 53201

Sent via FAX 931-6332
Original Mailed

Grievant: (b) (6), (b) (7)(C), Clock (b) (6), (b) (7)(C)

Re: Grievance # (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C);

The Union finds the Company's answer to the grievance referenced above to be unacceptable and is requesting that a 3rd step meeting be scheduled regarding this grievance as soon as possible.

Please contact me at your earliest convenience to set up this meeting.

Sincerely,

Brewery Workers Local 9 UAW

(b) (6), (b) (7)(C)

cc: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

opeiu#9afl-cio



4000 West State Street
PO Box M322
Milwaukee, WI 53201-8322

5

(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)
Brewery Workers Local 9, UAW
9618 W. Greenfield Avenue
West Allis, WI 53214

Re: Grievance (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

In accordance with Article 26 of the Labor Agreement, the subject Step 3 grievance # (b) (6), (b) (7)(C) was discussed on (b) (6), (b) (7)(C) 2015. Present for the Union were (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). Present for the Company was (b) (6), (b) (7)(C).

In the Step 3 grievance, the Union contends that on (b) (6), (b) (7)(C), 2015, (b) (6), (b) (7)(C) was not terminated in a fair and impartial manner, violating Article 27. The Union requests (b) (6), (b) (7)(C) be reinstated and made whole for any lost wages, plus interest.

The Company's position on this grievance is that a thorough investigation was conducted and revealed that (b) (6), (b) (7)(C) physically assaulted a co-worker during (b) (6), (b) (7)(C) shift on (b) (6), (b) (7)(C) 2015 by choking (b) (6), (b) (7)(C). Accordingly, (b) (6), (b) (7)(C) was terminated for violating the company's Workplace Violence policy. (b) (6), (b) (7)(C) termination is just and proper and for cause. Therefore, no violation of the Agreement has taken place.

This grievance is respectfully denied.

Kind Regards,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Milwaukee Brewery, MillerCoors

CC: (b) (6), (b) (7)(C)

6

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
MillerCoors
4000 W. State Street
Milwaukee, WI 53201

Sent via FAX 931-6332
Original Mailed

Re: Grievance # (b) (6), (b) (7)(C)
Grievant (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

This is to inform you that the Union finds the Company's Step 3 answer to the above referenced grievance to be unacceptable.

The Union is hereby requesting arbitration of this grievance, unless you hear from me to the contrary. If we do not have a response from you within ten (10) days, we will be in contact with you to request an arbitrator panel for this grievance.

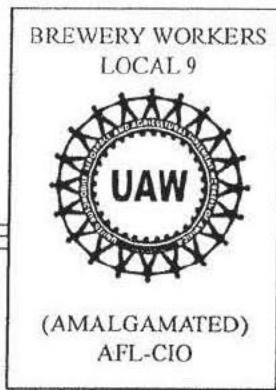
Sincerely,

Brewery Workers Local 9 UAW

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

opeiu#9afl-cio



BREWERY WORKERS LOCAL 9

UAW (AMALGAMATED) AFL-CIO

7

9618 West Greenfield Avenue

Telephone (414) 475-5898

FAX (414) 475-6001

West Allis, Wisconsin 53214

© 1995 UAW 48

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)

Certified Mail #7000 0520 0015 3984 2053

Dear (b) (6), (b) (7)(C)

You are hereby notified that grievance # (b) (6), (b) (7)(C), protesting your discharge from MillerCoors, has been withdrawn pursuant to action taken by the Brewery Workers Local 9 UAW Membership at the membership meeting held on (b) (6), (b) (7)(C) 2015.

If you have any questions, please contact me at (414) 475-5898.

Thank you.

Sincerely,

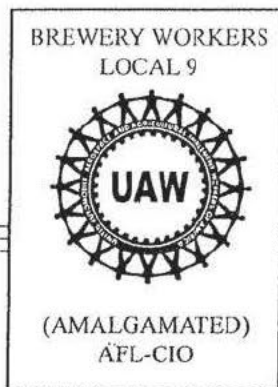
BREWERY WORKERS LOCAL 9 UAW

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

opeiu#9afl-cio

cc: (b) (6), (b) (7)(C)



BREWERY WORKERS LOCAL 9

UAW (AMALGAMATED) AFL-CIO

9618 West Greenfield Avenue

Telephone (414) 475-5898

FAX (414) 475-6001

West Allis, Wisconsin 53214

8

(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)

MillerCoors

4000 W. State Street

Milwaukee, WI 53201

Re: Grievance # (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C);

You are hereby notified that the grievance protesting (b) (6), (b) (7)(C) discharge from MillerCoors has been withdrawn pursuant to action taken by the Brewery Workers Local 9 UAW Membership at the membership meeting held on (b) (6), (b) (7)(C) 2015.

If you have any questions, please contact me at (414) 475-5898.

Thank you.

Sincerely,

BREWERY WORKERS LOCAL 9 UAW

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

opeiu#9afl-cio

cc: (b) (6), (b) (7)(C)

Incident Title: Assault Building 20 (b) (6), (b) (7)(C)	Case Identification: (b) (6), (b) (7)(C)
Status: Closed IR	Report Date/Time: (b) (6), (b) (7)(C) / 2015 03:48 AM CST
Custom Status:	Occurred on: (b) (6), (b) (7)(C) / 2015 12:56 AM CST
Priority:	Ended on: (b) (6), (b) (7)(C) / 2015 03:00 AM CST
Created by: (Milwaukee Brewery) (b) (6), (b) (7)(C)	Last Modified on: 04/30/2015 04:42 PM CST
Assigned to: (Milwaukee Brewery) (b) (6), (b) (7)(C)	

Criminal Activity Details	
Investigation Required?	Yes

Person(s) Involved			
Person(s) Involved #1			
Type of Involvement	Victim	Affiliation	Miller Coors Employee
Employment Status	Employee - Regular	Employee Number	(b) (6), (b) (7)(C)
Last Name	(b) (6), (b) (7)(C)	First Name	(b) (6), (b) (7)(C)
Gender	(b) (6), (b) (7)(C)	Is person Banned?	No
Telephone No. (Include Extension)	(b) (6), (b) (7)(C)		
Person(s) Involved #2			
Type of Involvement	Witness	Affiliation	Miller Coors Employee
Employment Status	Employee - Regular	Employee Number	(b) (6), (b) (7)(C)
Last Name	(b) (6), (b) (7)(C)	First Name	(b) (6), (b) (7)(C)
Gender	(b) (6), (b) (7)(C)	Is person Banned?	No
Telephone No. (Include Extension)	(b) (6), (b) (7)(C)		
Person(s) Involved #3			
Type of Involvement	Suspect	Affiliation	Miller Coors Employee
Employment Status	Employee - Regular	Employee Number	(b) (6), (b) (7)(C)
Last Name	(b) (6), (b) (7)(C)	First Name	(b) (6), (b) (7)(C)
Gender	(b) (6), (b) (7)(C)	Date of Birth	(b) (6), (b) (7)(C)
Approximate Age	(b) (6), (b) (7)(C) years of age	Ethnicity/Race	(b) (6), (b) (7)(C)
Hair Length	(b) (6), (b) (7)(C)	Facial Hair	(b) (6), (b) (7)(C)
Build	(b) (6), (b) (7)(C)	Eye Color	(b) (6), (b) (7)(C)
Height	(b) (6), (b) (7)(C)	Weight (in pounds)	(b) (6), (b) (7)(C)
Hair Color	(b) (6), (b) (7)(C)	Is person Banned?	No
Address	(b) (6), (b) (7)(C)	City	Milwaukee
State	(b) (6), (b) (7)(C)		

Vehicle(s) Involved	
Vehicle(s) Involved?	No

Responding Agencies			
Responding Agencies #1			
Responding Agency	Police	Agency Name	Milwaukee Police Dept.
Officer Name	(b) (6), (b) (7)(C)	Badge Number	(b) (6), (b) (7)(C)
Agency/Department report filed?	Yes		
Responding Agencies #2			
Responding Agency	Police	Agency Name	Milwaukee PD

Officer Name	(b) (6), (b) (7)(C)	Badge Number	(b) (6), (b) (7)(C)
Agency/Department report filed?	Yes		

Narrative

INFORMATION:

Officers were dispatched to building 20 for an unknown emergency. 402, 303, and 302. It was learned while officers were enroute that one employee had assaulted another. The caller (b) (6), (b) (7)(C) requested officers respond to the scene.

ARRIVAL:

Upon arrival officers were met outside by the caller (b) (6), (b) (7)(C) advised that there had been an assault that had occurred in building 20. At this point (b) (6), (b) (7)(C) requested that the one subject be sent home and the information be documented for MillerCoors.

INVESTIGATION:

(b) (6), (b) (7)(C) who is the (b) (6), (b) (7)(C) in Brewing advised that (b) (6), (b) (7)(C) had met with the suspect (b) (6), (b) (7)(C) and after (b) (6), (b) (7)(C) had a counseling session about (b) (6), (b) (7)(C) attendance an altercation had broken out between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (victim). (b) (6), (b) (7)(C) was not a witness to the incident however provided the attached statement of events.

(b) (6), (b) (7)(C) had advised the subject (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was to leave for the day and (b) (6), (b) (7)(C) was leaving when (b) (6), (b) (7)(C) was stopped by officers.

INTERVIEW WITH (b) (6), (b) (7)(C):

(b) (6), (b) (7)(C) advised the following information. (b) (6), (b) (7)(C) had gone to the FMB to talk to (b) (6), (b) (7)(C) about the meeting with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) advised (b) (6), (b) (7)(C) walked out and was asked if (b) (6), (b) (7)(C) was going to stay at the fact finding meeting about (b) (6), (b) (7)(C) attendance.

(b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) said to (b) (6), (b) (7)(C) "Do you Job" Talk to me. (b) (6), (b) (7)(C) advised that after that (b) (6), (b) (7)(C) walked away.

(b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) then contacted (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) not being there to represent (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) stated that it wasn't (b) (6), (b) (7)(C) job. At this time a verbal altercation ensued with the subjects. (b) (6), (b) (7)(C) advised that there was a lot of cussing and hollering, however at no point was there any physical contact between the subjects. When pointedly asked if (b) (6), (b) (7)(C) had choked or grabbed (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) advised (b) (6), (b) (7)(C) had not.

(b) (6), (b) (7)(C) did advise that there were no witnesses present when they were arguing.

(b) (6), (b) (7)(C) did go on to say that (b) (6), (b) (7)(C) has words with (b) (6), (b) (7)(C) before as (b) (6), (b) (7)(C) had disrespected (b) (6), (b) (7)(C) 3 or 4 months ago. (b) (6), (b) (7)(C) did not care to elaborate on that.

(b) (6), (b) (7)(C) was advised at this time (b) (6), (b) (7)(C) supervisor was sending (b) (6), (b) (7)(C) home for the day and that (b) (6), (b) (7)(C) had to leave the campus at this point. (b) (6), (b) (7)(C) complied and left for the night.

INTERVIEW WITH (b) (6), (b) (7)(C):

(b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) is the 3rd shift (b) (6), (b) (7)(C) and had approached (b) (6), (b) (7)(C) at the pre shift meeting and asked if (b) (6), (b) (7)(C) wanted (b) (6), (b) (7)(C) be present with (b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) didn't verbally reply just "shrugged" off and walked away. (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) then went to (b) (6), (b) (7)(C) work assignment.

(b) (6), (b) (7)(C) advised (b) (6), (b) (7)(C) was sitting at (b) (6), (b) (7)(C) work station when (b) (6), (b) (7)(C) approached (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) turned in (b) (6), (b) (7)(C) chair and rolled it sideways.

(b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) didn't like the way (b) (6), (b) (7)(C) was doing (b) (6), (b) (7)(C) job as (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) then told (b) (6), (b) (7)(C) really didn't care if you like me or not. I have a job to do. At this time (b) (6), (b) (7)(C) stated "F**k You Mother**ker, and (b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) grabbed (b) (6), (b) (7)(C) around (b) (6), (b) (7)(C) neck and started choking (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) was trying to fight (b) (6), (b) (7)(C) off and grabbed (b) (6), (b) (7)(C) DC for help but (b) (6), (b) (7)(C) stated that you aren't calling anybody. (b) (6), (b) (7)(C) grabbed the phone and tossed it away from (b) (6), (b) (7)(C). During the struggle (b) (6), (b) (7)(C) was trying to escape and the roller chair tipped over backwards. (b) (6), (b) (7)(C) finally got (b) (6), (b) (7)(C) hands off (b) (6), (b) (7)(C) throat and the altercation was over. (b) (6), (b) (7)(C) then called (b) (6), (b) (7)(C) boss on (b) (6), (b) (7)(C) cell phone to report the assault.

(b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) didn't realize that (b) (6), (b) (7)(C) so disliked (b) (6), (b) (7)(C) as (b) (6), (b) (7)(C) actually had worked and covered a shift for (b) (6), (b) (7)(C) 3 weeks ago.

(b) (6), (b) (7)(C) advised that normally there are two people working this area however (b) (6), (b) (7)(C) partner had gone to change after dealing with a wet grain issue.

INJURY:

(b) (6), (b) (7)(C) has a severe abrasion on the left side of (b) (6), (b) (7)(C) neck and a minor one on the right. This would be consistent with someone grabbing (b) (6), (b) (7)(C) neck. (b) (6), (b) (7)(C) refused any medical help, or assistance.

POLICE REPORT:

(b) (6), (b) (7)(C) was asked if (b) (6), (b) (7)(C) would like the police to come and make a report of the assault. (b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) did not want that at this time.

(b) (6), (b) (7)(C) changed (b) (6), (b) (7)(C) mind and MPD was called. (b) (6), (b) (7)(C) arrived at 35 and interviewed (b) (6), (b) (7)(C).

They advised at this time (b) (6), (b) (7)(C) is not interested in pursuing charges however wanted official documentation.

CONTACT WITH MILLERCOORS ON CALL:

(b) (6), (b) (7)(C) was called at the start of this complaint and advised of what little information officers had.

(b) (6), (b) (7)(C) did advise that (b) (6), (b) (7)(C) was actually the on call. After investigation of this complaint and the subject did want police involvement. It was decided that a call would be placed to (b) (6), (b) (7)(C) to verify if the police should be called regardless that the victim did not want that as a crime had been committed on MC property.

(b) (6), (b) (7)(C) was obtaining information when 402 was advised that (b) (6), (b) (7)(C) did want a police report made.

⑨ c

Case ID (b) (6), (b) (7)(C)

Report to be forwarded to MillerCoors Security for further action.

Refact

(11)

Here is a timeline of events that took place on (b) (6), (b) (7)(C) /15 22:47 in the brewing department – (b) (6), (b) (7)(C)

I asked (b) (6), (b) (7)(C) if I could have a minute and talk to (b) (6), (b) (7)(C) for a moment about a correction action on attendance and punching in/out from the previous week. (b) (6), (b) (7)(C) agreed and (b) (6), (b) (7)(C) lingered back and said “would you like me to stay or are you good” to (b) (6), (b) (7)(C) before (b) (6), (b) (7)(C) and I started talking. (b) (6), (b) (7)(C) witnessed the exchange as (b) (6), (b) (7)(C) was leaving the room after just talking (b) (6), (b) (7)(C) never answered (b) (6), (b) (7)(C) one way or the other and (b) (6), (b) (7)(C) turned and went to (b) (6), (b) (7)(C) assigned area.

I then went over the corrective action (CA). Comments from (b) (6), (b) (7)(C) during the verbal warning were as follows: was (b) (6), (b) (7)(C) accounted for, when I was (b) (6), (b) (7)(C) I always sat in every meeting with management, could (b) (6), (b) (7)(C) have a copy of the CA so that (b) (6), (b) (7)(C) could check the points that were stated on the CA and (b) (6), (b) (7)(C) wanted to know why (b) (6), (b) (7)(C) hadn't asked (b) (6), (b) (7)(C) all week about (b) (6), (b) (7)(C) pay if it was an issue. I told (b) (6), (b) (7)(C) I would follow up with HR on the (b) (6), (b) (7)(C) question and could not answer the question regarding (b) (6), (b) (7)(C) pay as (b) (6), (b) (7)(C) did not work in our department the previous week at that point (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would take care of it and talk to (b) (6), (b) (7)(C). We walked silently down to the panel area in Bldg20 and then per usual with the team went over any details they needed for their job. I then went up to my office and made a copy of the CA for the employee and I was contacted by a fermenting employee that wanted to talk to me, so I went down to the panel area and handed a copy of the dates to (b) (6), (b) (7)(C) and asked if (b) (6), (b) (7)(C) got a hold of (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was taking care of it. I then went back to office to speak to the fermenting employee and while I was talking my phone rang at exactly 23:18 and it was (b) (6), (b) (7)(C) who was breathing heavy and told me (b) (6), (b) (7)(C) needed me immediately down in the panel room and to call security. (b) (6), (b) (7)(C) had assaulted (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) felt threatened and wanted (b) (6), (b) (7)(C) off the premises. As I was walking down to the panel room I contacted security and told them I needed their assistance. They told me to call back with more information when I knew more; all I knew at the time was that it was an emergency.

I immediately went down to the panel room and asked (b) (6), (b) (7)(C) what had happened (visibly noticing (b) (6), (b) (7)(C) neck was red and there was a laceration on (b) (6), (b) (7)(C) left side). (b) (6), (b) (7)(C) account was that (b) (6), (b) (7)(C) came over to the igloo in Bldg9 and asked (b) (6), (b) (7)(C) something, what that was I honestly can't remember, as (b) (6), (b) (7)(C) was turning to talk to (b) (6), (b) (7)(C) lunged at (b) (6), (b) (7)(C) choking (b) (6), (b) (7)(C) and as (b) (6), (b) (7)(C) tried to kick the chair (on rollers) ran into the heavy plastic to keep that area warm went through and the chair went backwards and (b) (6), (b) (7)(C) hit (b) (6), (b) (7)(C) head as (b) (6), (b) (7)(C) finally was able to get (b) (6), (b) (7)(C) hands off (b) (6), (b) (7)(C) neck (b) (6), (b) (7)(C) reached for (b) (6), (b) (7)(C) Direct Connect and (b) (6), (b) (7)(C) slapped it out of (b) (6), (b) (7)(C) hands saying you aren't going to contact anyone. (b) (6), (b) (7)(C) grabbed (b) (6), (b) (7)(C) personal cell phone, walked fast/run and called me to meet (b) (6), (b) (7)(C) down in the panel room. I told (b) (6), (b) (7)(C) to take (b) (6), (b) (7)(C) out of the panel room and not to come back until I called for them. I called security back telling them I was going to need some assistance with an employee who assaulted another employee and that I wanted to send the claimed assailant home for the evening and to meet me in Bldg20. I then called (b) (6), (b) (7)(C) and asked where (b) (6), (b) (7)(C) was, (b) (6), (b) (7)(C) said the bathroom and I said when you are finished please meet me in the panel room.

I then walked out the side doors on 41st street to speak with the 3 security officers that arrived so I could explain what happened and what I wanted to happen. (b) (6), (b) (7)(C) wanted to make sure we went through protocol first and so we waited until we were all ready to go in. I went into the panel room where (b) (6), (b) (7)(C) was sitting at a computer and I said (b) (6), (b) (7)(C) we need to talk. (b) (6), (b) (7)(C) said why, I said there was an

12a

(b) (6), (b) (7)(C) 2015

Interviews by: (b) (6), (b) (7)(C)

Meeting notes with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) present: (b) (6), (b) (7)(C)

During the pre-shift, (b) (6), (b) (7)(C) was sitting by the door and was running the pre-shift meeting. (b) (6) overheard (b) (6), (b) (7)(C) ask (b) (6), (b) (7)(C) to stay after. (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) wanted (b) (6), (b) (7)(C) to stay around. (b) (6), (b) (7)(C) shrugged, not saying anything. Then (b) (6), (b) (7)(C) walked away and went down to the Igloo. Instead of going into the Igloo with (b) (6), (b) (7)(C) went to change (b) (6), (b) (7)(C) clothes.

Around 11:15 pm, (b) (6), (b) (7)(C) came into the Igloo area and started yelling at (b) (6), (b) (7)(C) .. "Why weren't you there?" (b) (6), (b) (7)(C) started dropped f-bombs and asked (b) (6), (b) (7)(C) if this was personal. (b) (6), (b) (7)(C) replied it was not. (b) (6), (b) (7)(C) then grabbed (b) (6), (b) (7)(C) with both hands and started choking (b) (6), (b) (7)(C) pushed away with feet and slammed into the table with bottles while still sitting in the chair. Chair then tipped over and (b) (6), (b) (7)(C) got on top of (b) (6), (b) (7)(C), still choking (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) pushed (b) (6), (b) (7)(C) away and said to (b) (6), (b) (7)(C), "You're done" and pulled out (b) (6), (b) (7)(C) DC. (b) (6), (b) (7)(C) knocked the DC out of (b) (6), (b) (7)(C) hand. (b) (6), (b) (7)(C) was able to get out of the room, pull out (b) (6), (b) (7)(C) personal phone and call (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) said that as a result of the attack, (b) (6), (b) (7)(C) suffered from a sore neck, sore throat, bump on the left side of (b) (6), (b) (7)(C) head and a laceration on (b) (6), (b) (7)(C) neck. Security personnel took pictures of the laceration on (b) (6), (b) (7)(C) neck.

Meeting notes with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) present: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) walked into FMB and saw (b) (6), (b) (7)(C) energy drink sitting on the table, (b) (6), (b) (7)(C) was still logged in to the computer. (b) (6), (b) (7)(C) observed bottles all over the floor, a piece of yellow paper from the fire extinguisher on the floor, a Nextel phone on the floor and the desk chair was overturned. There was a bump cap on the trash can. (b) (6), (b) (7)(C) later asked (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) bump cap and (b) (6), (b) (7)(C) gave (b) (6), (b) (7)(C) the one on the trash can.

Meeting notes with (b) (6), (b) (7)(C) (present: (b) (6), (b) (7)(C) :

During the preshift meeting, (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) needed to talk with (b) (6), (b) (7)(C) after the meeting. (b) (6), (b) (7)(C) said, "do you need me?" (b) (6), (b) (7)(C) thought (b) (6), (b) (7)(C) was talking to someone else and didn't answer.

(b) (6), (b) (7)(C) started the meeting without (b) (6), (b) (7)(C) present and (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) "Isn't (b) (6), (b) (7)(C) supposed to be present?" (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) it was optional. (b) (6), (b) (7)(C) then proceeded with giving (b) (6), (b) (7)(C) a verbal warning for attendance with no (b) (6), (b) (7)(C) present.

12b

Five minutes later went by (b) (6), (b) (7)(C) in FMB (thought both (b) (6), (b) (7)(C) would be there). (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) why (b) (6) didn't tell (b) (6), (b) (7)(C) about the corrective action. It was (b) (6), (b) (7)(C) experience that (b) (6), (b) (7)(C) always knew when a corrective action was going to be issued. (b) (6), (b) (7)(C) then said, "It's not my fucking job, it's your job to contact me. I don't care if you like it or not."

(b) (6), (b) (7)(C) then jumped up and the two exchanged words. (b) (6), (b) (7)(C) then walked out of the room first saying, "I'm done." (b) (6), (b) (7)(C) left (b) (6), (b) (7)(C) hat in the room and walked out and went the other way. (b) (6), (b) (7)(C) said the office looked "normal" when (b) (6), (b) (7)(C) walked out – nothing looked out of the ordinary.

(b) (6), (b) (7)(C) denied touching (b) (6), (b) (7)(C) during their meeting.

After leaving FMB, (b) (6), (b) (7)(C) went to the bathroom and then the panel room.

(b) (6), (b) (7)(C) called (b) (6), (b) (7)(C) approximately 5 minutes after (b) (6), (b) (7)(C) left FMB and told (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) had been accused of assaulting a coworker. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) immediately that (b) (6), (b) (7)(C) did not do it. (b) (6), (b) (7)(C) was told (b) (6), (b) (7)(C) had to go home.

(b) (6), (b) (7)(C) 2015

Interviews by: (b) (6), (b) (7)(C)

Meeting notes with (b) (6), (b) (7)(C) (steward present: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was in the panel room when (b) (6), (b) (7)(C) came over after the incident. (b) (6), (b) (7)(C) was clearly shook up. (b) (6), (b) (7)(C) felt the company should have taken (b) (6), (b) (7)(C) and gotten (b) (6), (b) (7)(C) to a secure location. Felt that (b) (6), (b) (7)(C) should have also been contained pending the investigation.

12c

(b) (6), (b) (7)(C), 2015

Meeting Notes

Present: (b) (6), (b) (7)(C)

Meeting notes by: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) explained that this meeting was in follow-up to the meeting that was held on (b) (6), (b) (7)(C) 2015. The company had had a chance to fully investigate the situation and before (b) (6), (b) (7)(C) continued with the meeting, asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) had any information to add.

(b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) had had a lot of time to think about it and wasn't sure about the timeline that had been put together, i.e. the amount of time after (b) (6), (b) (7)(C) left the FMB area compared to when the call came from (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) thought that if a fire extinguisher had fallen off the wall, that someone would have heard it. (b) (6), (b) (7)(C) explained it was the inspection tag that had fallen off, not the extinguisher itself.

(b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that we cared about (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) had expertise in the plant and was a long time employee. However, we found (b) (6), (b) (7)(C) to be in violation of the workplace violence policy. We could not allow (b) (6), (b) (7)(C) to return to work with that type of behavior. Therefore, we were terminating (b) (6), (b) (7)(C) employment effective that date for assaulting a co-worker.

EAP will be available for 6 months.

(b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) could not believe it. (b) (6), (b) (7)(C) again said (b) (6), (b) (7)(C) did not touch (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) explained the union would go over next steps with (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) personal effects would be sent to (b) (6), (b) (7)(C).

(13) a

Notes for Incident in Brewing involving (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) /2014

Meeting with (b) (6), (b) (7)(C) /2015: Company (b) (6), (b) (7)(C) Union (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was asked to describe what happened. (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) let (b) (6), (b) (7)(C) know before (b) (6), (b) (7)(C) preshift meeting that (b) (6), (b) (7)(C) was going to meet with (b) (6), (b) (7)(C) after the meeting. When the preshift was over (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) needed (b) (6), (b) (7)(C) to stay for the meeting. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) looked at (b) (6), (b) (7)(C) and didn't answer so (b) (6), (b) (7)(C) left and went to (b) (6), (b) (7)(C) job in FMB. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) showed up in FMB shortly after (b) (6), (b) (7)(C) got there. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was sitting in a chair and (b) (6), (b) (7)(C) came and stood in front of (b) (6), (b) (7)(C) and started asking why (b) (6), (b) (7)(C) didn't stay to represent (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was telling (b) (6), (b) (7)(C) that it was (b) (6), (b) (7)(C) job to represent (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) didn't do it. (b) (6), (b) (7)(C) said the two were arguing about what happened and (b) (6), (b) (7)(C) began choking (b) (6), (b) (7)(C) while (b) (6), (b) (7)(C) was sitting in the chair. While (b) (6), (b) (7)(C) was being choked the chair rolled backwards and hit the wall behind (b) (6), (b) (7)(C) causing the chair and (b) (6), (b) (7)(C) to fall over backwards. (b) (6), (b) (7)(C) then continued to choke (b) (6), (b) (7)(C) on the ground. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) tried to use (b) (6), (b) (7)(C) direct connect phone to call for help but (b) (6), (b) (7)(C) knocked it out of (b) (6), (b) (7)(C) hands. (b) (6), (b) (7)(C) was able to get (b) (6), (b) (7)(C) hands off (b) (6), (b) (7)(C) neck and get away from (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) left the area and called (b) (6), (b) (7)(C) for help. (b) (6), (b) (7)(C) met (b) (6), (b) (7)(C) in the panel room and told (b) (6), (b) (7)(C) what happened. (b) (6), (b) (7)(C) reported that (b) (6), (b) (7)(C) neck and throat was sore, (b) (6), (b) (7)(C) had a lump on (b) (6), (b) (7)(C) head, and it was hard to swallow. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not know why (b) (6), (b) (7)(C) attacked (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said they have argued in the past but nothing that would warrant the attack. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not think (b) (6), (b) (7)(C) needed medical attention. (b) (6), (b) (7)(C) did agree to meeting with EAP counselors to talk about what happened.

Meeting with (b) (6), (b) (7)(C) /2015: Company: (b) (6), (b) (7)(C) Union: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was interviewed after (b) (6), (b) (7)(C) by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was made aware of the situation by being contacted by phone from another worker. (b) (6), (b) (7)(C) went to FMB to see what was going on. When (b) (6), (b) (7)(C) got into the area there was nobody there. (b) (6), (b) (7)(C) said there was a chair lying on the floor along with sample bottle and other items scattered across the floor. (b) (6), (b) (7)(C) Nextel phone was lying in the middle of the floor.

Meeting with (b) (6), (b) (7)(C) /2015 Company: (b) (6), (b) (7)(C) Union: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was asked to provide (b) (6), (b) (7)(C) side of the incident that happened.

(b) (6), (b) (7)(C) said that after the preshift (b) (6), (b) (7)(C) stopped and asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) needed (b) (6), (b) (7)(C) to stay. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not what (b) (6), (b) (7)(C) was asking for and told (b) (6), (b) (7)(C) no and (b) (6), (b) (7)(C) left. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) then told

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was getting a corrective action for attendance. (b) (6), (b) (7)(C) question why there was not (b) (6), (b) (7)(C) present during the corrective action and (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) it was optional. After the meeting (b) (6), (b) (7)(C) then said (b) (6), (b) (7)(C) left stopped by the panel room and took care of a few things. (b) (6), (b) (7)(C) then went to FMB to talk to (b) (6), (b) (7)(C) about not staying to represent (b) (6), (b) (7)(C) during the fact finding. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) found (b) (6), (b) (7)(C) in the FMB area and asked (b) (6), (b) (7)(C) why (b) (6), (b) (7)(C) did not stay (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) began yelling at (b) (6), (b) (7)(C) and after arguing for a short while (b) (6), (b) (7)(C) walked away from (b) (6), (b) (7)(C) said that after that (b) (6), (b) (7)(C) received a call from (b) (6), (b) (7)(C) asking (b) (6), (b) (7)(C) to come to the panel room. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) the incident with (b) (6), (b) (7)(C) and that (b) (6), (b) (7)(C) claimed (b) (6), (b) (7)(C) was assaulted. (b) (6), (b) (7)(C) stated to (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) did not touch (b) (6), (b) (7)(C) at all during the argument.

(b) (6), (b) (7)(C) was asked if he The FMB area was in disarray when (b) (6), (b) (7)(C) went to talk to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) said it was not.

(b) (6), (b) (7)(C) was asked if (b) (6), (b) (7)(C) knew why (b) (6), (b) (7)(C) would make up a story about being choked and (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not know.

(b) (6), (b) (7)(C) mentions that if (b) (6), (b) (7)(C) knew (b) (6), (b) (7)(C) was going to be alone in the FMB area (b) (6), (b) (7)(C) would have brought someone else in to be a witness.

(b) (6), (b) (7)(C) was asked if there has been any other confrontation between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) stated that the last time was 3 or 4 months ago at a safety meeting.

(b) (6), (b) (7)(C) was asked about how long was it from when the confrontation with (b) (6), (b) (7)(C) ended until he got a phone call from (b) (6), (b) (7)(C) asking (b) (6), (b) (7)(C) to come talk to (b) (6), (b) (7)(C) about what happened. (b) (6), (b) (7)(C) stated that it was probably about 5 minutes.

The Company then decided to keep (b) (6), (b) (7)(C) out of work pending further investigation.

Meeting with (b) (6), (b) (7)(C) 2015: Company: (b) (6), (b) (7)(C) Union: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was asked if (b) (6), (b) (7)(C) had any additional info that (b) (6), (b) (7)(C) wanted to share (b) (6), (b) (7)(C) said that it may have taken longer than 5 minutes between the time the argument ended and (b) (6), (b) (7)(C) calling (b) (6), (b) (7)(C) to come and talk about what happened.

(b) (6), (b) (7)(C) stated that the company believed that the behavior exhibited by (b) (6), (b) (7)(C) violated the work place violence policies. (b) (6), (b) (7)(C) noted that the investigation revealed that the area where the confrontation took place was in disarray, there was marks on (b) (6), (b) (7)(C) neck that they have pictures of, and the timeline of events does not support (b) (6), (b) (7)(C) staging the incident. The police were also called but as of now no charges have been filed. (b) (6), (b) (7)(C) was terminated effective (b) (6), (b) (7)(C) 2015.

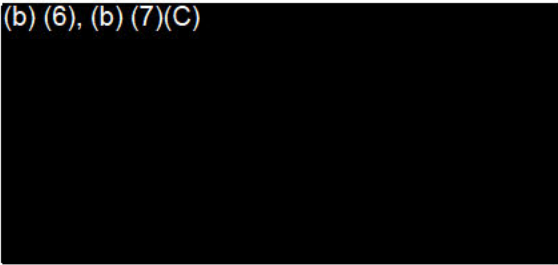
The Union immediately filed a grievance for wrongful termination.

3C

Step 3 Meeting for (b) (6), (b) (7)(C) Grievance (b) (6), (b) (7)(C) /2015; Company: (b) (6), (b) (7)(C) Union: (b) (6), (b) (7)(C),
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) started the meeting by saying that multiple people were interviewed and that the timeline between all witnesses supported (b) (6), (b) (7)(C) account of what happened. All of the evidence and witness statements were consistent and supported that an assault on (b) (6), (b) (7)(C) did happen. I asked (b) (6), (b) (7)(C) if there was any opportunity for (b) (6), (b) (7)(C) to come back on a Last Chance Agreement and (b) (6), (b) (7)(C) the company was not interested in allowing that. I asked for a list of people that were talked to during the investigation.

(b) (6), (b) (7)(C)



14 a

Notes of UAW Region 4 (b) (6), (b) (7)(C)

Interview with (b) (6), (b) (7)(C)

(b) (6), (b) (7) /15

(b) (6), (b) (7)(C) ----- (b) (6), (b) (7)(C) temp for six months prior....

Security before Brewery

(b) (6), (b) (7)(C)

Sandy Graf Radtke-Attorney

(b) (6), (b) (7)(C) Region 4

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) entered

(b) (6), (b) (7)(C): Pre shift meeting (b) (6), (b) (7)(C) told me (b) (6), (b) (7)(C) wanted to speak to me after meeting.....thought it had something to do with job.....asked me to stay over

(b) (6), (b) (7)(C) stuck (b) (6), (b) (7)(C) head in and said do you need me? Didn't know who (b) (6), (b) (7)(C) was talking to....

I did not answer. (b) (6), (b) (7)(C) left.

(b) (6), (b) (7)(C) told me I did not get paid for last week because punches did not register...clock was not working.....but it was fixed by Friday (this was Wednesday) so my pay was not delayed

Then (b) (6), (b) (7)(C) told me they had a Corrective Action for Attendance...I turned to look for (b) (6), (b) (7)(C) was gone.

I said isn't (b) (6), (b) (7)(C) supposed to be here... (b) (6), (b) (7)(C) said that is optional.....I said I never heard that before.....

I told (b) (6), (b) (7)(C) I would not sign anything but I would take the paperwork... (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would make a copy and get it to me later...not sure what (b) (6), (b) (7)(C) said after that.....

Called (b) (6), (b) (7)(C) in area I was in last week to get pay fixed and told (b) (6), (b) (7)(C)

Then went to see (b) (6), (b) (7)(C) in FMB..... (b) (6), (b) (7)(C) work area.

I came through the door and (b) (6), (b) (7)(C) was sitting down I said what was that about...I don't know if you don't like me.you got to do your job (b) (6), (b) (7)(C) ..don't leave me high and dry.... (b) (6), (b) (7)(C) started

cursing....said not (b) (6), (b) (7)(C) fucking job but it was my job to call if I needed (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was using profanity...I asked (b) (6), (b) (7)(C) to stop.....

(Big pause in story.....)

I said you could have at least notified me there was going to be a meeting..... (b) (6), (b) (7)(C) said it was not (b) (6), (b) (7)(C) fucking job to notify (b) (6), (b) (7)(C) about the meeting...

I am not positive that (b) (6), (b) (7)(C) knew.....but I know (b) (6), (b) (7)(C) was a friend of (b) (6), (b) (7)(C)by (b) (6), (b) (7)(C) asking if I needed (b) (6), (b) (7)(C) that shows me (b) (6), (b) (7)(C) knew...

From there (b) (6), (b) (7)(C) said it is your fucking job to pick up the fucking phone and call me... (b) (6), (b) (7)(C) jumped up and pushed (b) (6), (b) (7)(C) chair back and said (b) (6), (b) (7)(C) was done a kept walking and left room. I kept following (b) (6), (b) (7)(C) for 20 steps and said you need to listen to what I am saying.....I was 10 to 15 feet behind (b) (6), (b) (7)(C)

I never touched (b) (6), (b) (7)(C)

Previously me and (b) (6), (b) (7)(C) had words....we were having a safety discussion and (b) (6), (b) (7)(C) cut me off and said we already taking care of that.....after the meeting I told (b) (6), (b) (7)(C) I would appreciate it if (b) (6), (b) (7)(C) would not cut me off..... (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) was sorry....

Other than that I asked (b) (6), (b) (7)(C) to file grievances.... (b) (6), (b) (7)(C) never did ...about being bumped out of dept.... (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would talk to (b) (6), (b) (7)(C)

Just before that I went to three funerals.....two (b) (6), (b) (7)(C) and family friends (b) (6), (b) (7)(C) ...

It was upsetting but had nothing to do with this.....situation....

Have not spoken to (b) (6), (b) (7)(C) ...

Police never talked to me...I heard that (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) to call the police.....but I never saw them.....

(b) (6), (b) (7)(C) just told me to go home because I had put my hands on (b) (6), (b) (7)(C).

When I left FMB the area was not a mess as people have said.

They said they did a full investigation.....and talked to everyone.....they did not talk to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) came over to brewing after it happened.....

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) used to get along well but (b) (6), (b) (7)(C) started acting different to me.....

14 c

I had been out of brewing for a couple of years.....needed to be on first shift.....for my
(b) (6), (b) (7)(C)...

Can't explain the marks on (b) (6), (b) (7)(C) necks.....

(b) (6), (b) (7)(C) : ...It was like a red line.....saw photos

(b) (6), (b) (7)(C): Confrontation lasted about 2 minutes with (b) (6), (b) (7)(C)

Getting UC....Miller did not contest.....

Never followed up on my request for a grievance from getting bumped out.....

(b) (6), (b) (7)(C) was (b) (6), (b) (7)(C) in distribution.....

14 d

Interview with (b) (6), (b) (7)(C)
with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)
(b) (6), (b) (7) /15
(b) (6), (b) (7)(C)

Started as temp
(b) (6), (b) (7)(C)

Hired regular (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Worked packaging, shipping and transferred to brewing..

Elected (b) (6), (b) (7)(C) 3rd shift brewing

Grew up in (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) HS

(b) (6), (b) (7)(C) Wednesday,

(b) (6), (b) (7)(C) previous always had an attitude that everyone was against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was low in department seniority....when (b) (6), (b) (7)(C) got bumped out (b) (6), (b) (7)(C) was always questioning me.....on why (b) (6), (b) (7)(C) was getting bumped out.....whatever I said was never good enough.....

(b) (6), (b) (7)(C) always said (b) (6), (b) (7)(C) was going to file a grievance but never did,.... (b) (6), (b) (7)(C) would vent at me... I asked... (b) (6), (b) (7)(C) etc.....I knew (b) (6), (b) (7)(C) was wrong..

I just remember (b) (6), (b) (7)(C) saying that when (b) (6), (b) (7)(C) was (b) (6), (b) (7)(C)things were different.....regarding seniority..... (b) (6), (b) (7)(C) was always about being sent out during slow months.... (b) (6), (b) (7)(C) knew that when (b) (6), (b) (7)(C) came back into department

The night of (b) (6), (b) (7)(C) told me before the pre-shift that (b) (6), (b) (7)(C) had to talk to (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) attendance after pre-shift...after pre shift was done I was waiting for everyone to leave.... (b) (6), (b) (7)(C) started talking to (b) (6), (b) (7)(C)I asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) wanted me to stay..... (b) (6), (b) (7)(C) looked at me...and just blew me off with a dismissive gesture.....I said I am leaving now and I closed the door.....I went to my job.....I was in FMB.....my partner was late and I told (b) (6), (b) (7)(C) to take (b) (6), (b) (7)(C) time....I was doing paperwork....heard door close behind me.....I was seated at computer..... (b) (6), (b) (7)(C) came through the plastic partition... (b) (6), (b) (7)(C) said why weren't you there? I told (b) (6), (b) (7)(C) if you really wanted me there you could have told (b) (6), (b) (7)(C) to stop and asked for me.....

Whole time I am in chair and (b) (6) is standing up screaming at me..... (b) (6) asked me if it was personal.....all of a sudden (b) (6) started choking me.....chair on rollers.....chair started rolling and I got slammed into table with sample bottles.....bottles went everywhere.... (b) (6) still had hands on me neck.....chair went down.....I came down with my arm and broke (b) (6) group... ..I was able to push (b) (6), (b) (6) off....I grabbed me phone and said you are done..... (b) (6) knocked it out of my hand.....it hit the floor....I ran out and called (b) (6), (b) (7)(C) on my personal cell phone..... (b) (6), (b) (6) met me in the panel room and security showed up.....security escorted (b) (6), (b) (6) out.....

Because it happened so fast.....I called police within 25 minutes.....then they met me in 35 Security office.....I told them what happened..... (b) (6), (b) (7)(C)and one other.....it was 2am....Leanna told me to go home...

Never say an actual police report.....they were trying to get (b) (6) personal information but Miller would not give it.....

Words were exchanged....whole time (b) (6) was swearing and yelling.....I never saw anything like it... (b) (6) was screaming and swearing.....I might have said Fuck you (b) (6), (b) (6) ...this isn't personal....

Whole thing was over a verbal warning.....

Had really mixed emotions....had stepped down as (b) (6), (b) (7)(C) and then changed my mind and stayed.....

I know (b) (6), (b) (6) did not like me..... (b) (6) had asked me to work weekends for me...texted me to ask if I would work for (b) (6), (b) (6) (b) (6) had my personal cell number....never saw this coming to point where (b) (6) would attack.....we have mutual friends.....

(close to tears while discussing this.....)

We had an opening for (b) (6), (b) (7)(C) and I put in for it.....

I am glad I did not punch back.....or else I would be fired too.....

I don't understand (b) (6) motivation.....for choking me.....

When my partner (b) (6), (b) (7)(C) got there....the room was a mess with bottles and my phone on the floor etc..... (b) (6), (b) (7)(C) bump cap was there.....

(b) (6), (b) (7)(C)

UAW Region 4

**Brewery Workers Local 9 UAW
EXECUTIVE BOARD MEETING of (b) (6), (b) (7)(C) 2015**

M/S/C (b) (6), (b) (7)(C)) The Executive Board recommends that an officer further investigate the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C)/15 and grievance # (b) (6), (b) (7)(C) with arbitration if necessary.

M/S/C (b) (6), (b) (7)(C)) The Executive Board recommends that an officer further investigate the Malteurop discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C)/15 and grievance filed (b) (6), (b) (7)(C) 15, with arbitration if necessary.

(b) (6), (b) (7)(C) called the Executive Board Meeting of Brewery Workers Local 9 UAW to order at 3:30 p.m. Pledge of Allegiance was made to the Flag.

Present were (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

were excused.

(b) (6), (b) (7)(C)

were absent.

1. The following communications were received by the Board for Committees.

Community Services Committee

Capuchin Community Services

Feeding America 2015 Matching Challenge

M/S/C (b) (6), (b) (7)(C)) Recommendation to refer to the appropriate Committee.

Women's Committee

2015 UAW Women's Conference, August 9 through August 14, 2015; Walter & May Reuther Family Education Center

M/S/C (b) (6), (b) (7)(C)) Recommendation to refer to the appropriate Committee.

Health & Safety Committee

Region 4 UAW Health & Safety Conference, June 21-26, 2015, Ottawa, IL

M/S/C (b) (6), (b) (7)(C)) Recommendation to refer to the appropriate Committee.

2. The following Committee minutes were received by the Board.

M/S/C (b) (6), (b) (7)(C)) Recommendation to read.

Local 9 Retired Worker Chapter minutes of May 13, 2015

3. The following financial reports were received by the Board.

M/S/C (b) (6), (b) (7)(C)) Recommendation to read.

Brewery Workers Local 9 UAW Financial Report for April 2015

MEMBERSHIP MEETING
Sunday, (b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C) called the Membership Meeting of Brewery Workers Local 9 UAW to order at 9:00 a.m.

Pledge of Allegiance was made to the Flag. A moment of silence was observed for our deceased members. The Membership paid their last respects to retired Members from Pabst: (b) (6), (b) (7)(C); Schlitz: (b) (6), (b) (7)(C); Miller: (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)

Present were (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

were excused.

(b) (6), (b) (7)(C)
 were absent.

Motion made and carried to dispense with the reading of the Minutes of the previous meeting.

MINUTES – EXECUTIVE BOARD MEETING – THURSDAY, (b) (6), (b) (7)(C), 2015

The Executive Board recommends that an officer further investigate the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)/15 and grievance # (b) (6), (b) (7)(C), with arbitration if necessary. **M/S/C** Recommendation was concurred in.

The Executive Board recommends that an officer further investigate the Malteurop discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)/15 and grievance filed (b) (6), (b) (7) 15, with arbitration if necessary. **M/S/C** Recommendation was concurred in.

The Board received the following communications. Board recommendation that they be referred to the appropriate committees, was concurred in:

Community Services Committee

Capuchin Community Services
 Feeding America 2015 Matching Challenge

Women's Committee

2015 UAW Women's Conference, August 9 through August 14, 2015; Walter & May Reuther Family Education Center

**Brewery Workers Local 9 UAW
EXECUTIVE BOARD MEETING of (b) (6), (b) (7)(C) 2015**

Officers are still investigating the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) /15 and grievance # (b) (6), (b) (7)(C) after meeting with Attorney Sandy Radtke on (b) (6), (b) (7)(C) /15. The report will be presented at the July Board meeting.

Officers are still investigating the Malteurop discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) /15 and grievance filed (b) (6), (b) (7)(C) /15 after meeting with Attorney Sandy Radtke on (b) (6), (b) (7)(C) /15. The report will be presented at the July Board meeting.

(b) (6), (b) (7)(C) called the Executive Board Meeting of Brewery Workers Local 9 UAW to order at 3:40 p.m. Pledge of Allegiance was made to the Flag.

Present were (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

were

excused.

(b) (6), (b) (7)(C) were absent.

1. The Board recommends referring the following communications to the respective Committees.

Community Services Committee

Feeding America

St. Ben's Meal Program

Civil & Human Rights Committee

Asian Pacific American Labor Alliance Convention from UAW Regional Director Ron McInroy.

31st Annual UAW Civil & Human Rights Conference from UAW Regional Director Ron McInroy.

Pride at Work Triennial Convention from UAW Regional Director Ron McInroy.

A. Philip Randolph Institute's 45th National Education Conference from UAW Regional Director Ron McInroy.

Labor Council for Latin American Advancement WI Latino Labor Conference

2. The Board recommends reading the following Committee minutes at the July Membership meeting.

Local 9 Retired Worker Chapter minutes of June 10, 2015

CSC minutes of June 16, 2015

**Brewery Workers Local 9 UAW
EXECUTIVE BOARD MEETING of (b) (6), (b) (7)(C) 2015**

Report from officers on the investigation of the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /15 and grievance # (b) (6), (b) (7)(C) after meeting with Attorney Sandy Radtke on (b) (6), (b) (7) /15. The Board recommends that no further action be taken.

Report from officers on the investigation of the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /14 and grievance # (b) (6), (b) (7)(C) after meeting with Attorney Sandy Radtke on (b) (6), (b) (7) /15. The Board recommends that we proceed with arbitration.

Report from officers on the investigation of the Malteurop discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /15 and grievance filed (b) (6), (b) (7) /15 after meeting with Attorney Sandy Radtke on (b) (6), (b) (7) /15. The Board recommends that no further action be taken.

Request for an officer to further investigate the MillerCoors third step answer dated (b) (6), (b) (7) /15 to (b) (6), (b) (7)(C) grievance # (b) (6), (b) (7)(C), with arbitration if necessary. The Board recommends that we return to MillerCoors Labor Relations to negotiate a settlement.

(b) (6), (b) (7)(C) called the Executive Board Meeting of Brewery Workers Local 9 UAW to order at 3:40 p.m. Pledge of Allegiance was made to the Flag.

Present were (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

were excused.

(b) (6), (b) (7)(C)

were absent.

1. The Board recommends referring the following communications to the respective Committees.

Community Services Committee

Feeding America
Salvation Army

2. The Board recommends reading the following Committee minutes at the July Membership meeting:

Local 9 Retired Worker Chapter minutes of June 10, 2015
CSC minutes of June 16, 2015

Committee minutes submitted for the July meeting:
Veterans' Committee minutes of July 6, 2015
CSC minutes of 7/14/15

3. The Board recommends reading the Local 9 financial report and summarizing the International Retired Worker Fund report for the July Membership meeting:

MEMBERSHIP MEETING**Sunday, (b) (6), (b) (7)(C) 2015**

(b) (6), (b) (7)(C) called the Membership Meeting of Brewery Workers Local 9 UAW to order at 9:03 a.m.

Pledge of Allegiance was made to the Flag. A moment of silence was observed for our deceased members. The Membership paid their last respects to retired Members from Pabst: (b) (6), (b) (7)(C)

Schlitz: (b) (6), (b) (7)(C) ; Miller: (b) (6), (b) (7)(C)

(withdrawal); Continental Grain: (b) (6), (b) (7)(C).

Present were (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

were excused.

(b) (6), (b) (7)(C)

were absent.

Motion made and carried to dispense with the reading of the Minutes of the previous meeting.

MINUTES – EXECUTIVE BOARD MEETING – THURSDAY, (b) (6), (b) (7)(C), 2015

Report from officers on the investigation of the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /15 and grievance # (b) (6), (b) (7)(C) after meeting with Attorney Sandy Radtke on 5/18/15. The Board recommended that no further action be taken. Membership concurred with the Board recommendation.

Report from officers on the investigation of the MillerCoors discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /14 and grievance # (b) (6), (b) (7)(C) after meeting with Attorney Sandy Radtke on (b) (6), (b) (7) /15. The Board recommended that we proceed with arbitration. Membership concurred with the Board recommendation.

Report from officers on the investigation of the Malteurop discharge of (b) (6), (b) (7)(C) on (b) (6), (b) (7) /15 and grievance filed (b) (6), (b) (7) /15 after meeting with Attorney Sandy Radtke on (b) (6), (b) (7) /15. The Board recommends that no further action be taken. Membership concurred with the Board recommendation.

Request for an officer to further investigate the MillerCoors third step answer dated (b) (6), (b) (7) /15 to (b) (6), (b) (7)(C) grievance # (b) (6), (b) (7)(C), with arbitration if



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

September 14, 2015

(b) (6), (b) (7)(C)

Re: United Auto Workers, Local 9
(MillerCoors)
Case 18-CB-157886

Dear (b) (6), (b) (7)(C)

The Region has carefully investigated and considered the charge against United Auto Workers, Local 9 (Union) alleging violations under Section 8 of the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have concluded that further proceedings are not warranted inasmuch as the evidence was insufficient to establish a violation under the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 28, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 27, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

September 14, 2015

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 28, 2015**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 28, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

MARLIN O. OSTHUS
Regional Director

By: /s/ Percy J. Courseault, III

Percy J. Courseault, III
Acting Officer in Charge

Enclosure

cc: Lance Agduis, Union President
United Auto Workers, Local 9
9618 W Greenfield Ave
Milwaukee, WI 53214-2601